



Training for all staff who take part in the recruitment and selection process has been provided since June 2014 and mandatory for Chairs of Panels and to date 34 PI's have attended this training. Also, customised training has been provided for three Schools for PI's and Professors.

Following the implementation of an electronic recruitment process in 2014 the system evaluates the response of new staff to the University's recruitment process. The Candidate Experience Survey is monitored every 6 months by HR and to date positive feedback regarding the process has been received no difference in the level of experience has been noted between researchers and other staff groups.

Free childcare is now provided in the University's crèche for individuals who are attending an interview and need a childcare service.

The University's efforts during this period have concentrated on increasing participation by all staff in the Performance Development Review (PDR) Scheme. HR record that now up to 74% of Bangor University's staff received a PDR in 2015.

Performance Development Review documentation has been updated for academic staff to better reflect the range of responsibilities of the academic role.

A survey examining staff response to the PDR in terms of their own experience and the process was held and this will further inform developments to improve the PDR process for research staff. The survey result noted that 68% of academic and research staff had found the PDR useful.

For staff on fixed term contracts a revised electronic process has been introduced during the period to improve matching within the redeployment process.

Following the revision of the senior academic promotion criteria and process an annual presentation by the PVC Research, PVC Teaching and Learning and the Director of HR has been held to explain the University's expectations and the promotion process. Approximately 50 members of staff have attended this event each year.

Bangor University now rewards its most innovative academics at the University's annual Impact & Innovation Awards. This is an awards ceremony that recognises outstanding research and enterprise activities that have succeeded in benefiting the wider economy and society.

An annual academic and research induction programme has been relaunched for research and teaching staff. This is organised jointly by HR and the Research and Enterprise Office.

A researcher development website has been launched which contains information about; development opportunities, career development advice and specific information for PI's.

The Researcher Development Programme for researchers has continued to develop which supplements the University's own Staff Development Programme. The training provided is now also supplemented by staff being able to participate in the Doctoral School workshops.

There has been considerable improvement in staff attending workshops on doctoral supervision and 120 staff have attended these workshops to date.

Coaching and mentoring has continued to develop in the University and following a pilot in one of the Schools the next stage will be to consider the development of mentoring more widely in the University.

To support effective research leadership a number of Bangor researchers are chosen each year to undertake the Welsh Crucible programme. A number are chosen from participating institutions and since the last application Bangor has had 14 participants in this programme in the last two years

As already noted in this report the four year review enabled the University to consult extensively with research staff and raise staff awareness of the Concordat.

In 2014 Bangor once again achieved the Athena SWAN University Bronze award. Two Schools have achieved a Bronze award - the School of Sport, Health and Exercise Science (2015) and the School of Psychology (2016). The University has developed its Strategic Equality Plan and achieved much of the actions in the original plan which has supported all staff during the last four years.

Bangor University was a recent winner in the 'Employer of the Year' (public sector) category in the Chwarae Teg 'Womenspire' awards that recognises the contribution made by women across Welsh society.

92 research leads have now attended the 'Equality for Managers' course that is mandatory for all managers in the University.

The University has introduced a new Professorial Framework within the extended pay scale for professorial staff. The Framework sets out a criteria and expectations for each of the three new professorial bands. A full review of existing professors was undertaken to assimilate them into the new Framework in order to ensure equality in terms of equal pay for work of equal value.

Occupational maternity pay is now available from the first day of employment.

The University offers a 'one-stop shop' for mothers-to-be with pre-and post-maternity support and advice offered to improve retention of mothers returning from maternity leave and providing their line managers with equivalent advice on how they can support staff throughout this process.

A key development in terms of implementation and review is the appointment of an Athena SWAN and Research Concordat Manager in February

Apply the principles of the Athena SWAN Charter and the Gender Charter Mark in the University.

Also In terms of the strategic enabler